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L-03 H-03 SCS-03 EUR-25 CIAE-00 DODE-00 INR-10

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TAGES: CPAS, APER, ENRG, LY
SUBJ: PASSPORTS AND PERSONNEL PROBLEMS FOR
OIL COMPANIES

DEPARTMENT OF STATE A/CDC/MR

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ENDORSE EXISTING MARKINGS ☒

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51, 129

1. ECONOFF HAS DISCUSSED RECRUITING/RETENTION PROBLEMS WITH MANAGERS OF AMOSEAS AND OASIS AND WITH STAFF AT OCCIDENTIAL AND ESSO. THERE NO DOUBT THAT COMPANIES FACING PROBLEMS RETAINING EXPATRIATE EMPLOYEES AND RECRUITING REPLACEMENTS FOR THOSE WHO ARE QUITTING. ESSO HAS RECEIVED 80 RESIGNATIONS FROM EXPATRIATE STAFF IN MARSA AL-BREGA ALONE. OASIS HAS LOST 50 OF ITS 260 EXPATRIATED EMPLOYEES.

MOBIL IS DOWN 30 OF 250 EXPATRIATES. AMOSEAS HAS GIVEN US NO FIGURE BUT THEY ALSO MENTIONED SAME EXPERIENCE. WITH EXCEPTION COX OF ESSO, HOWEVER, NO MANAGERS CITE PASSPORT PROBLEM AS PRINCIPAL REASON FOR DERATURE. BRITISH AND EUROPEANS ARE QUITTING JUST AS FAST AS AMERICANS. ADMINISTRATIVE HARASSMENTS BY THE LARG, THE ACTIONS OF POPULAR COMMITTEES, LARG REFUSAL TO RENEW WORK PERMITS, INCREASINGLY REPRESSIVE SOCIAL ATMOSPHERE, ARE ALL

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CITED AS GREATER FACTORS THAN PASSPORTS IN CAUSING EXPATRIATE RESIGNATIONS. OASIS AND AMOSEAS BOTH SAY THEY HAVING NO INDLZOUNTABLE RECRUITING PROBLEMS FOR ENGINEERS, MANAGERS AND FIELD TECHNICAL STAFF. (SECRETARIES ARE ANOTHER MATTER, BUT NONE OF THESE ARE AMCITS.) MAJOR OBSTACLES TO REPLACING DEPARTED EXTRIAOES ARE REFUSAL OF LARG TO GRANT WORK PERMITS AND, MORE RECENTLY, ACTIONS OF BOTH THE POPULAR COMMITTEES AND THE LARG LIMITING COMPANIES' FREEDOM OF ACTION IN GRANTING SUFFICIENTLY ATTRACTIVE COMPENSATION PACKAGES FOR EXPATRIATES. LIBYAN "BAD PRESS" AND HORROR STORIES WHICH CIRCULATE BY WORD OF MOUTH IN OIL COMMUNITIES IN THE US AND EUROPE ARE ALSO IMPORTANT OBSTACLES TO COMPANY RECRUITING EFFORTS. PASSPORT PROBLEMS ARE FAR DOWN THE LIST OF REASONS FOR INDUSTRY PERSONNEL PROBLEM.

2. OCCIDENTIAL HAS MADE POLICY DECISION TO OFFER ALL STAFF THE OPTION OF RELOCATING THEIR FAMILIES OUTSIDE LIBYA. GEOPHYSICAL SERVICES INCORPORATED HAS ORDERED ALL OF ITS SIXTEEN EXPATRIATE EMPLOYEES TO MOVE THEIR FAMILIES ABROAD BEFORE SEPTEMBER 1. PRESSURES ARE INCREASING ON OTHER COMPANIES TO DO LIKEWISE. [REDACTED] OASIS IS RESISTING PRESSURES TO RELOCATE OASIS FAMILIES, BUT MANY ARE MOVING OUT AT THEIR OWN EXPENSE. LOCAL MERCHANTS, MINISTRY OF PETROLEUM, AND POPULAR COMMITTEES ARE NOW BEGINNING TO SHOW CONCERN ABOUT THIS TREND. [REDACTED] EXPECTS LARG WILL SOON ORDER COMPANIES TO RETURN FAMILIES TO LIBYA. (MINISTRY OF PETROLEUM ISSUED ORDERS TO COMPANIES APPROXIMATELY FOUR YEARS AGO THAT REQUIRED INDUSTRY TO LOCATE FAMILIES IN LIBYA.) IF THIS OCCURS, LARG MAY DECREE SOLUTION OF PROBLEM OF OIL COMPANY DEPENDENTS' TRAVEL. IT IS, OF COURSE, UNLIKELY TO CHANGE ANYTHING FOR US OFFICIALS. JOSIF

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